



# BENEFITS OVERVIEW

2013/2014

FIRE

INSURANCE					
		WVC Costs	Employee Costs		
LONG TERM DISABILITY			0.70%		
MEDICAL - SELECT HEALTH		Costs based on per pay period rates			
			MED +	VALUE	CARE +
Single	\$150.72		\$52.68	\$56.48	\$66.98
2 Party	\$323.12		\$95.78	\$103.88	\$126.53
Family	\$434.88		\$123.72	\$134.57	\$165.27
(\$15.00 ppd savings if participating in the Wellness Program)					
DENTAL - EDUCATORS MUTUAL INSURANCE (EMI)					
Single	\$21.96			\$5.49	
2 Party	\$27.84			\$6.96	
Family	\$40.88			\$10.22	
MENTAL HEALTH - BLOMQUIST HALE/UNIVERSITY OF UTAH					
Single	\$9.78			\$2.45	
2 Party	\$15.07			\$3.77	
Family	\$26.38			\$6.59	
LIFE INSURANCE					
TERM LIFE INSURANCE					
City benefit per month		Additional Coverage Available			
\$4.08	Employee \$30,000	Up to \$500,000			
\$0.46	Spouse \$5,000	Up to \$500,000			
\$0.27	Child (Under 26) \$2,500	Up to \$15,000			
ACCIDENTAL DEATH & DISMEMBERMENT					
\$1.84	Employee \$50,000	Additional Individual & Family Coverage			
Additional Coverage available for Accident Weekly Indemnity and Accident Medical Coverage					
RETIREMENT					
Hired BEFORE 7/1/11					
Firefighter Pension	21.17%				
Hired AFTER 7/1/11					
TIER II Defined Contribution	12.11%	(DB)	(DC)	(UAAL)	(DEATH)
TIER II Hybrid Retirement	12.11%	10.91%	1.09%		0.11%
WEST VALLEY CITY DOES NOT PARTICIPATE IN SOCIAL SECURITY					
PAID TIME OFF					
Holiday Hours	110 hours given each November (pay period 24)				
PTO - Paid Time Off					
Probationary - 6 hours per pay period					
Off Probation - 120 hours given each November (pay period 24) PLUS					
6 hrs ppd 1 - 5 yrs					
7.5 hrs ppd after 5 yrs					
9 hrs ppd after 10 yrs					
10.5 hrs ppd after 15 yrs					
12 hrs ppd after 20 yrs					
ADDITIONAL CITY BENEFITS					
Employee Assistance Program		\$4.00			
Medicare		1.45%			
Workers Compensation		4.22%			
Unemployment		0.75%			
Payroll Accrual		0.99%			